

LEADERSHIP CONTINUUM

The Leadership Continuum puts into perspective the concept of continual leader development, through training and education, throughout an entire career from recruitment to retirement.

Relevant information Navy leaders need to know:

Navy Military Training (NMT) is a subset of General Military Training (GMT). It is given to all enlisted personnel after completion of bootcamp (recruit training). Its purpose is to provide continuing military training during technical skill training and thereafter through the first year of service. NMT is comprised of a formal curriculum which includes leadership, mentoring and counseling. Each is designed to reinforce the process of military training and physical conditioning initiated during recruit training. NMT fosters strong military bearing, patriotism, unit pride and team spirit. The results are professional Sailors who possess strong integrity, show initiative, devotion to duty and pride in service. Their self-dignity and respect for authority reinforce the Navy Core Values of **Honor, Courage, and Commitment**.

The Leadership Training Courses (LTC) are composed of eight courses. They are the cornerstone of the Leadership Continuum (LC). Values; Responsibility, Authority and Accountability of leadership; Unity of Command; Risk Management/Continuous Improvement are the four major themes of the courses. The formal leadership training is periodically reinforced with “booster shots” in warfare/specialty pipeline training, at annual all-hands training, and during developmental/professional assignments. Current education and training programs that include leadership modules are being brought into alignment with the continuum themes to ensure consistency and eliminate redundant or conflicting training. Refer to NAVADMIN 189/97, NAVADMIN 201/99.

The four enlisted Leadership Training Courses are Petty Officer Second Class, Petty Officer First Class, Chief Petty Officer, and the Command Master Chief (CMC)/Chief of the Boat (COB) Course which is integrated into the Senior Enlisted Academy. All enlisted courses, except for the CMC/COB course, are offered at the Naval Leader Training Units located in Little Creek, VA, and Coronado, CA as well as at training sites in Bangor, WA, Great Lakes, IL, Groton, CT, Ingleside, TX, Kings Bay, GA, Lemoore, CA, Mayport, FL, Pearl Harbor, HI, Pensacola, FL, Washington, DC, Whidbey Island, WA, Rota, Spain, and Yokosuka, Japan. In addition, Mobile Training Teams provide training to commands located more than 50 miles from a resident training site. Beginning 1 October 2001, candidates must have completed the requisite LTC to be eligible to participate in the advancement exam cycles.

The officer courses are Basic Officer (division/branch officer), Intermediate Officer (department head/ second Aviation Sea Tour), Advanced (XO/aviation department head), and Command (CO/aviation XO). A Limited Duty Officer/Chief Warrant Officer course is provided to newly commissioned officers in Pensacola, FL. The CO and Advanced (XO) courses are single sited at Newport, RI. Other courses are taught within technical warfare training pipelines and, for those with no pipeline, at the NLTUs.

Upon assuming the watch as the new Chief of Naval Operations, Admiral Vern Clark stated, “We prize leadership as the foundation for mission success in our profession. I expect every Navy leader to uphold the highest standards of leadership -- that’s a given. In service, we are bound by a voluntary covenant to our country and to each other, up and down the chain of command. as part of that covenant, leaders promise respect, clear direction, meaningful work and the tools and training to do that work, recognition for a job well done, and opportunity for personal and professional growth.”

Consult the listed numbers on the next page for requesting course quotas.